

California Consumer Privacy Act - Employee and Applicant Privacy Notice

This Privacy Notice for California Employees (the “Notice”) applies solely to all job applicants, employees, owners, directors, officers, and contractors (collectively referred to in this Notice as “employees”) who reside in the State of California (“you”). We adopt this Notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”) and any terms defined in the CCPA have the same meaning when used in this Notice.

We are committed to protecting the privacy and security of the information we collect and to being transparent about the purposes for which we use your information. This Notice sets forth our policies and practices for handling the information we collect and use in the employment context.

Categories of Personal Information We Collect

When a person applies to join our team or over the course of a person’s employment, we may collect the following categories of personal information. We collect and use this information only as permitted or required by, and in compliance with, law.

- **Contact Information**, including name, alias and other names, email address, telephone or mobile phone number, address, Social Security Number, driver’s license number or state ID card number, passport number, and other unique personal identifiers associated with you or other beneficiaries such as your spouse or child;
- **Sign-In and Device Information**, including username and password, account name or number, and other online or device identifiers, Internet or other electronic network activity information such as browsing and search history and information regarding interactions with websites and applications, our systems, and networks;
- **Educational, Professional, and Employment-Related Information**, including employment, employment and education history, professional licenses, marital or domestic partner status, date of birth, age, gender, classifications protected under state or federal Equal Employment Opportunity laws (such as race or national origin), medical condition or information, and health insurance information and policy number;
- **Geolocation data**, including badge access and telematics data
- **Biometric information**, including imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, or voice recordings and keystroke patterns or rhythms, gait patterns or rhythms, and other characteristics that can be used to establish identity; and
- **Financial Information**, including bank account, billing address, and information about your income and account balances.

Purposes for Which Personal Information Is Used

We process your personal information for the following business purposes:

- *Determining your eligibility for a position with the company*, including processing your application, assessing your fit with us or for a specific role, conducting interviews, carrying out background and reference checks in accordance with law, and keeping records related to our hiring process;
- *Managing compensation, benefits, and employment-related expenses*, including payroll processing, managing salaries and expenses, managing corporate credit cards and expense reimbursements, as well as administering equity, compensation, bonus, and insurance

programs; *Managing professional development, performance, and conduct*, including responding to complaints of misconduct, managing conflicts of interest, conducting performance appraisals, supporting career development, and managing whistleblower programs;

- *Protecting the company against illegal activity and other misconduct*, including by detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity;
- *Undertaking activities to verify and maintain the quality, safety, and performance of our products and services*, including product and service testing, research, and development;
- *Complying with our legal obligations*, including those related to tax and anti-discrimination laws; and
- *Other routine business purposes.*

Contact Information & Policy Updates

We may update this Notice from time to time, in which case the revised Notice will be posted to our intranet or provided to you in writing, by email, or mail. If you have any questions or comments about this Notice and the ways in which Ernest Health, LLC collects and uses your information as described above, please do not hesitate to contact us at 972-216-2425.

California Residents

This section supplements the information contained in this Privacy Policy and is intended to comply with the California Consumer Privacy Act of 2018 under Civil Code §§ 1798.100 to 1798.199, as amended, and any related regulations or guidance provided by the California Attorney General (“CCPA”) and the California Online Privacy Practices Act (“COPPA”). This section applies solely to all visitors, users, and others who reside in the State of California. Terms defined in the CCPA carry the same meaning in this section. The CCPA and COPPA provide California residents with the additional rights listed below. To exercise any of these rights, please follow the instructions listed in this section.

Right to Know. You have the right to know and see what Personal Information we have collected about you over the past 12 months, including:

The categories of Personal Information we collected about you.

The categories of sources for the Personal Information we collected about you.

Our business or commercial purpose for collecting that Personal Information.

The categories of third parties with whom we share that Personal Information.

The specific pieces of Personal Information we collected about you.

If we disclosed your Personal Information for a business purpose, a list of the disclosures made for a business purpose, identifying the Personal Information categories that each category of recipient obtained.

Right to Delete. You have the right to request that we delete any of your Personal Information that we collected from you and retained, subject to certain exceptions. Once we receive and verify you and your request, we will delete (and direct our service providers to delete) your Personal Information from our records, unless an exception applies.

We may deny your deletion request if retaining the Personal Information is necessary for us or our service provider(s) to:

Complete your transaction;

Provide you with the Services;

Perform a contract between us and you;

Detect security incidents, protect against malicious, deceptive, fraudulent or illegal activity, and prosecute those responsible for such activities; • Fix our system in the case of a bug;

Protect the free speech rights, including the free speech rights of you or other users, or exercise another right provided by law;

Comply with the California Electronic Communications Privacy Act (Cal. Penal Code § 1546 et seq.);

Engage in public or peer-reviewed scientific, historical, or statistical research in the public interests that adheres to all other applicable ethics and privacy laws;

Comply with a legal obligation; or make other internal and lawful uses of the Personal Information that are compatible with the context in which you provided it.

Other Rights. California Civil Code § 1798.83 permits users of our Services that are California residents to request certain information regarding our disclosure of Personal Information to third parties for their direct marketing purposes. To make such a request, please write to us at:

Ernest Health
1024 N. Galloway Ave.
Mesquite, Texas 75149

Exercising these Rights. To exercise any of the rights described above, please submit a verifiable consumer request to us by either:

Calling us at 972-216-2425 or writing to us at:

Ernest Health
1024 N. Galloway Ave.
Mesquite, Texas 75149

Only you, or someone legally authorized to act on your behalf, may make a verifiable consumer request related to your Personal Information. In order to verify your identity, we will ask you for certain information. We cannot respond to your request or provide you with Personal Information if

we cannot verify your identity or authority to make the request and confirm the Personal Information relates to you. Any new Personal Information collected for the purposes of verification will be deleted as soon as practical after processing your request, subject to legal retention requirements.

Making a verifiable consumer request does not require you to create an account with us. However, we do consider requests made through your password-protected account sufficiently verified when the request relates to Personal Information associated with that specific account. We will only use Personal Information provided in a verifiable consumer request to verify the requestor's identity or authority to make the request.

We are not obligated to respond to a "right to know" request from you more than twice within a 12-month period.

Response Time and Format. We endeavor to respond to a verifiable consumer request within forty-five (45) days of its receipt. If we require more time, we will inform you of the reason and extension period in writing. If you have an account with us, we will deliver our written response to that account. If you do not have an account with us, we will deliver our written response by mail or electronically, at your option.

Any disclosures we provide will only cover the 12-month period preceding the verifiable consumer request's receipt. The response we provide will also explain the reasons we cannot comply with a request, if applicable. For "right to know" requests, we will select a format to provide your Personal Information that is readily useable and should allow you to transmit the Personal Information from one entity to another entity without hindrance, specifically through an encrypted email.

We do not charge a fee to process or respond to your verifiable consumer request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

Non-Discrimination. We will not discriminate against you for exercising any of your CCPA rights. For example, as a result of you exercising your CCPA rights, we will not:

Deny you Services.

Charge you different prices or rates for Services, including through granting discounts or other benefits, or imposing penalties.

Provide you a different level or quality of Services.

Suggest that you may receive a different price or rate for Services or a different level or quality of Services.

Do Not Track. We do not have the capability to respond to "Do Not Track" signals received from various web browsers.